

Band	Position #	Position Title	Initial		Adjusted			2010 Min.	2010 Market	2010 Max.
			Base		Base		Adjusted			
			Hourly Rate	Base % of 2010 Mkt	Hourly Rate	Base % of 2010 Mkt	Base % of 2012 Mkt			
Purple Rows = Market Adjustments										
2	57600150	Administrative Clerk	\$9.54	80.70%	\$10.05	85.00%	66.20%	\$9.85	\$11.83	\$13.80
2	57635038	Administrative Clerk	\$10.02	84.72%	\$10.05	85.00%	66.20%	\$9.85	\$11.83	\$13.80
2	57600186	Administrative Clerk	\$11.53	97.48%	\$11.53	97.48%	75.93%	\$9.85	\$11.83	\$13.80
2	57630050	Administrative Clerk	\$10.88	91.99%	\$10.88	91.99%	71.65%	\$9.85	\$11.83	\$13.80
2	57650480	Administrative Clerk	\$11.05	93.44%	\$11.05	93.44%	72.78%	\$9.85	\$11.83	\$13.80
2	57657045	Administrative Clerk	\$10.06	85.06%	\$10.06	85.06%	66.25%	\$9.85	\$11.83	\$13.80
2	57657048	Administrative Clerk	\$12.15	102.75%	\$12.15	102.75%	80.03%	\$9.85	\$11.83	\$13.80
2	57680110	Administrative Clerk	\$10.06	85.10%	\$10.06	85.10%	66.28%	\$9.85	\$11.83	\$13.80
2	57666408	Forestry Worker	\$11.00	82.22%	\$11.37	85.00%	86.32%	\$11.14	\$13.38	\$15.61
2	57666411	Forestry Worker	\$11.00	82.22%	\$11.37	85.00%	86.32%	\$11.14	\$13.38	\$15.61
2	57666406	Forestry Worker	\$9.50	71.01%	\$11.37	85.00%	86.32%	\$11.14	\$13.38	\$15.61
2	57635050	Maintenance Worker	\$10.67	89.51%	\$10.67	89.51%	102.69%	\$9.93	\$11.92	\$13.91
3	57600008	Accounting Technician	\$11.17	75.45%	\$12.58	85.00%	81.52%	\$12.33	\$14.81	\$17.28
3	57600100	Accounting Technician	\$11.97	80.87%	\$12.58	85.00%	81.52%	\$12.33	\$14.81	\$17.28
3	57600149	Accounting Technician	\$11.19	75.62%	\$12.58	85.00%	81.52%	\$12.33	\$14.81	\$17.28
3	57600460	Accounting Technician	\$11.95	80.70%	\$12.58	85.00%	81.52%	\$12.33	\$14.81	\$17.28
3	57635048	Accounting Technician	\$11.97	80.85%	\$12.58	85.00%	81.52%	\$12.33	\$14.81	\$17.28
3	57600148	Accounting Technician	\$12.73	86.01%	\$12.73	86.01%	82.49%	\$12.33	\$14.81	\$17.28
3	57660875	Administrative Assistant	\$12.05	84.13%	\$12.17	85.00%	76.50%	\$11.93	\$14.32	\$16.71
3	57600136	Administrative Assistant	\$10.93	76.31%	\$12.17	85.00%	76.50%	\$11.93	\$14.32	\$16.71
3	57660425	Administrative Assistant	\$13.69	95.55%	\$14.22	99.27%	89.34%	\$11.93	\$14.32	\$16.71
3	57600064	Administrative Assistant	\$11.68	81.55%	\$12.17	85.00%	76.50%	\$11.93	\$14.32	\$16.71
3	57600097	Administrative Assistant	\$12.05	84.13%	\$12.17	85.00%	76.50%	\$11.93	\$14.32	\$16.71
	57630040	Administrative Assistant	\$11.50	80.29%	\$12.17	85.00%	76.50%	\$11.93	\$14.32	\$16.71
	57660922	Administrative Assistant	\$12.05	84.13%	\$12.17	85.00%	76.50%	\$11.93	\$14.32	\$16.71
	57666760	Administrative Assistant	\$12.05	84.13%	\$12.17	85.00%	76.50%	\$11.93	\$14.32	\$16.71
3	57600040	Administrative Assistant	\$13.84	96.63%	\$13.84	96.63%	86.96%	\$11.93	\$14.32	\$16.71
3	57600052	Administrative Assistant	\$14.78	103.19%	\$14.78	103.19%	92.87%	\$11.93	\$14.32	\$16.71
3	57600056	Administrative Assistant	\$14.20	99.12%	\$14.20	99.12%	89.20%	\$11.93	\$14.32	\$16.71
3	57600063	Administrative Assistant	\$14.79	103.25%	\$14.79	103.25%	92.92%	\$11.93	\$14.32	\$16.71
3	57600066	Administrative Assistant	\$13.09	91.42%	\$13.09	91.42%	82.28%	\$11.93	\$14.32	\$16.71
3	57600075	Administrative Assistant	\$14.71	102.69%	\$14.71	102.69%	92.42%	\$11.93	\$14.32	\$16.71
3	57600077	Administrative Assistant	\$12.50	87.27%	\$12.50	87.27%	78.54%	\$11.93	\$14.32	\$16.71
3	57620345	Administrative Assistant	\$12.70	88.65%	\$12.70	88.65%	79.78%	\$11.93	\$14.32	\$16.71
3	57650560	Administrative Assistant	\$14.20	99.12%	\$14.20	99.12%	89.20%	\$11.93	\$14.32	\$16.71
3	57660160	Administrative Assistant	\$14.22	99.29%	\$14.22	99.29%	89.36%	\$11.93	\$14.32	\$16.71
3	57660165	Administrative Assistant	\$12.48	87.10%	\$12.48	87.10%	78.39%	\$11.93	\$14.32	\$16.71
3	57660342	Administrative Assistant	\$13.57	94.73%	\$13.57	94.73%	85.25%	\$11.93	\$14.32	\$16.71
3	57660426	Administrative Assistant	\$14.37	100.32%	\$14.37	100.32%	90.28%	\$11.93	\$14.32	\$16.71
3	57660755	Administrative Assistant	\$13.86	96.77%	\$13.86	96.77%	87.09%	\$11.93	\$14.32	\$16.71
3	57660765	Administrative Assistant	\$14.32	99.96%	\$14.32	99.96%	89.95%	\$11.93	\$14.32	\$16.71
3	57660790	Administrative Assistant	\$15.03	104.96%	\$15.03	104.96%	94.46%	\$11.93	\$14.32	\$16.71
3	57660810	Administrative Assistant	\$13.71	95.74%	\$13.71	95.74%	86.16%	\$11.93	\$14.32	\$16.71
3	57660945	Administrative Assistant	\$13.86	96.75%	\$13.86	96.75%	87.07%	\$11.93	\$14.32	\$16.71
3	57665124	Administrative Assistant	\$13.70	95.62%	\$13.70	95.62%	86.05%	\$11.93	\$14.32	\$16.71
3	57657059	Compliance Technician	\$10.15	65.54%	\$13.11	84.69%	77.11%	\$12.89	\$15.48	\$18.06
3	57650525	Compliance Technician	\$10.12	65.38%	\$13.16	85.00%	77.39%	\$12.89	\$15.48	\$18.06
3	57657036	Compliance Technician	\$13.11	84.69%	\$13.16	85.00%	77.39%	\$12.89	\$15.48	\$18.06
3	57657038	Compliance Technician	\$13.11	84.69%	\$13.16	85.00%	77.39%	\$12.89	\$15.48	\$18.06
3	57657049	Compliance Technician	\$13.11	84.72%	\$13.16	85.00%	77.39%	\$12.89	\$15.48	\$18.06
	57657053	Compliance Technician	\$13.11	84.69%	\$13.16	85.00%	77.39%	\$12.89	\$15.48	\$18.06
	57657044	Compliance Technician	\$14.28	92.26%	\$14.28	92.26%	84.00%	\$12.89	\$15.48	\$18.06
	57650290	Document Imaging Operator	\$10.89	75.81%	\$12.21	85.00%	84.13%	\$11.97	\$14.37	\$16.76

Department of Natural Resources and Conservation

House Bill 2

Natural Resources and Transportation Subcommittee

Band	Position #	Position Title	Initial Base Hourly Rate	Initial Base % of 2010 Mkt	Adjusted Base Hourly Rate	Adjusted Base % of 2010 Mkt	Adjusted Base % of 2012 Mkt	2010 Min.	2010 Market	2010 Max.
			Purple Rows = Market Adjustments							
3	57657090	Document Imaging Operator	\$11.01	76.65%	\$12.21	85.00%	84.13%	\$11.97	\$14.37	\$16.76
3	57657098	Document Imaging Operator	\$10.89	75.81%	\$12.21	85.00%	84.13%	\$11.97	\$14.37	\$16.76
3	57650460	Document Imaging Operator	\$12.33	85.80%	\$12.33	85.80%	84.93%	\$11.97	\$14.37	\$16.76
3	57650600	Document Imaging Operator	\$14.98	104.25%	\$14.98	104.25%	103.19%	\$11.97	\$14.37	\$16.76
3	57657039	Document Imaging Operator	\$12.98	90.36%	\$12.98	90.36%	89.44%	\$11.97	\$14.37	\$16.76
3	57680100	Drafter	\$14.08	86.89%	\$14.08	86.89%	78.36%	\$13.50	\$16.21	\$18.91
3	57614710	Forestry Technician	\$12.81	94.89%	\$15.00	111.12%	111.42%	\$11.24	\$13.50	\$15.75
3	57610710	Forestry Technician	\$13.08	96.87%	\$14.00	103.71%	103.99%	\$11.24	\$13.50	\$15.75
3	57610010	Forestry Technician	\$12.38	91.71%	\$12.38	91.71%	91.96%	\$11.24	\$13.50	\$15.75
3	57610511	Forestry Technician	\$17.19	127.35%	\$17.19	127.35%	127.69%	\$11.24	\$13.50	\$15.75
3	57610610	Forestry Technician	\$15.22	112.76%	\$15.22	112.76%	113.06%	\$11.24	\$13.50	\$15.75
3	57610709	Forestry Technician	\$14.35	106.31%	\$14.35	106.31%	106.60%	\$11.24	\$13.50	\$15.75
3	57610711	Forestry Technician	\$16.11	119.35%	\$16.11	119.35%	119.67%	\$11.24	\$13.50	\$15.75
3	57610713	Forestry Technician	\$14.46	107.08%	\$14.46	107.08%	107.37%	\$11.24	\$13.50	\$15.75
3	57610714	Forestry Technician	\$13.89	102.92%	\$13.89	102.92%	103.19%	\$11.24	\$13.50	\$15.75
3	57610715	Forestry Technician	\$13.90	102.97%	\$13.90	102.97%	103.25%	\$11.24	\$13.50	\$15.75
3	57610715	Forestry Technician	\$13.75	101.86%	\$13.75	101.86%	102.13%	\$11.24	\$13.50	\$15.75
3	57610716	Forestry Technician	\$12.75	94.43%	\$12.75	94.43%	94.68%	\$11.24	\$13.50	\$15.75
3	57611511	Forestry Technician	\$17.59	130.27%	\$17.59	130.27%	130.62%	\$11.24	\$13.50	\$15.75
3	57611610	Forestry Technician	\$15.31	113.41%	\$15.31	113.41%	113.72%	\$11.24	\$13.50	\$15.75
3	57611710	Forestry Technician	\$16.56	122.66%	\$16.56	122.66%	122.99%	\$11.24	\$13.50	\$15.75
3	57611710	Forestry Technician	\$16.56	122.66%	\$16.56	122.66%	122.99%	\$11.24	\$13.50	\$15.75
3	57612510	Forestry Technician	\$15.56	115.23%	\$15.56	115.23%	115.54%	\$11.24	\$13.50	\$15.75
3	57612710	Forestry Technician	\$16.51	122.29%	\$16.51	122.29%	122.62%	\$11.24	\$13.50	\$15.75
3	57613511	Forestry Technician	\$17.20	127.38%	\$17.20	127.38%	127.72%	\$11.24	\$13.50	\$15.75
3	57614510	Forestry Technician	\$16.94	125.46%	\$16.94	125.46%	125.80%	\$11.24	\$13.50	\$15.75
3	57614511	Forestry Technician	\$19.29	142.88%	\$19.29	142.88%	143.27%	\$11.24	\$13.50	\$15.75
3	57614611	Forestry Technician	\$13.52	100.12%	\$13.52	100.12%	100.39%	\$11.24	\$13.50	\$15.75
3	57616510	Forestry Technician	\$14.86	110.12%	\$14.86	110.12%	110.41%	\$11.24	\$13.50	\$15.75
3	57616511	Forestry Technician	\$14.74	109.20%	\$14.74	109.20%	109.49%	\$11.24	\$13.50	\$15.75
3	57616512	Forestry Technician	\$15.44	114.36%	\$15.44	114.36%	114.67%	\$11.24	\$13.50	\$15.75
3	57616610	Forestry Technician	\$15.22	112.76%	\$15.22	112.76%	113.06%	\$11.24	\$13.50	\$15.75
3	57617510	Forestry Technician	\$17.05	126.33%	\$17.05	126.33%	126.67%	\$11.24	\$13.50	\$15.75
3	57617610	Forestry Technician	\$16.12	119.41%	\$16.12	119.41%	119.74%	\$11.24	\$13.50	\$15.75
3	57618510	Forestry Technician	\$16.01	118.61%	\$16.01	118.61%	118.93%	\$11.24	\$13.50	\$15.75
3	57618511	Forestry Technician	\$17.60	130.37%	\$17.60	130.37%	130.72%	\$11.24	\$13.50	\$15.75
3	57619510	Forestry Technician	\$16.17	119.75%	\$16.17	119.75%	120.08%	\$11.24	\$13.50	\$15.75
3	57660642	Forestry Technician	\$18.39	136.26%	\$18.39	136.26%	136.63%	\$11.24	\$13.50	\$15.75
3	57666409	Forestry Technician	\$12.00	88.89%	\$12.00	88.89%	89.13%	\$11.24	\$13.50	\$15.75
3	57613611	Forestry Technician	\$17.41	128.93%	\$17.41	128.93%	129.28%	\$11.24	\$13.50	\$15.75
3	57600015	Legal Secretary	\$11.99	84.00%	\$13.49	94.50%	92.75%	\$11.89	\$14.28	\$16.66
3	57650370	Legal Secretary	\$13.49	94.47%	\$13.49	94.47%	92.73%	\$11.89	\$14.28	\$16.66
3	57680090	License Permit Technician	\$17.98	133.05%	\$17.98	133.05%	118.64%	\$11.25	\$13.51	\$15.77
3	57653005	Payroll Technician	\$12.37	82.60%	\$12.73	85.00%	80.42%	\$12.48	\$14.98	\$17.48
4	57600005	Accounting Technician	\$14.02	78.89%	\$15.10	85.00%	76.64%	\$14.80	\$17.77	\$20.73
4	57620080	Accounting Technician	\$14.00	78.80%	\$15.10	85.00%	76.64%	\$14.80	\$17.77	\$20.73
4	57620360	Accounting Technician	\$18.71	105.33%	\$18.71	105.33%	94.97%	\$14.80	\$17.77	\$20.73
4	57630055	Administrative Assistant	\$14.46	84.14%	\$14.61	85.00%	76.31%	\$14.32	\$17.19	\$20.06
4	57656520	Administrative Assistant	\$13.57	78.95%	\$14.61	85.00%	76.31%	\$14.32	\$17.19	\$20.06
4	57620070	Administrative Assistant	\$16.13	93.87%	\$16.13	93.87%	84.27%	\$14.32	\$17.19	\$20.06
4	57660675	Administrative Assistant	\$17.00	98.93%	\$17.00	98.93%	88.81%	\$14.32	\$17.19	\$20.06
4	57600012	Administrative Support Sup	\$16.45	83.25%	\$16.80	85.00%	82.40%	\$16.46	\$19.76	\$23.66
4	57660870	Administrative Support Sup	\$17.69	89.50%	\$17.69	89.50%	86.77%	\$16.46	\$19.76	\$23.66

Department of Natural Resources and Conservation
House Bill 2
Natural Resources and Transportation Subcommittee

Band	Position #	Position Title	Initial	Initial	Adjusted	Adjusted	Adjusted	2010 Min.	2010 Market	2010 Max.
			Base	Base	Base	Base	Base			
			Hourly Rate	% of 2010 Mkt	Hourly Rate	% of 2010 Mkt	% of 2012 Mkt			
Purple Rows = Market Adjustments										
4	57657027	Computer Support Technician	\$15.53	80.74%	\$16.35	85.00%	83.13%	\$16.03	\$19.24	\$22.45
4	57600225	Forester	\$19.44	95.46%	\$19.44	95.46%	90.10%	\$16.29	\$20.36	\$24.43
4	57616515	Forestry Technician	\$14.44	89.15%	\$15.00	92.60%	88.75%	\$13.49	\$16.20	\$18.90
4	57610212	Forestry Technician	\$15.85	97.82%	\$15.85	97.82%	93.76%	\$13.49	\$16.20	\$18.90
4	57610712	Forestry Technician	\$14.58	90.01%	\$14.58	90.01%	86.26%	\$13.49	\$16.20	\$18.90
4	57614610	Forestry Technician	\$14.98	92.47%	\$14.98	92.47%	88.62%	\$13.49	\$16.20	\$18.90
4	57660803	Forestry Technician	\$16.83	103.88%	\$16.83	103.88%	99.56%	\$13.49	\$16.20	\$18.90
4	57660745	Graphic Designer	\$13.04	90.41%	\$13.04	90.41%	86.93%	\$12.01	\$14.42	\$16.83
4	57660995	Graphic Designer	\$15.44	107.05%	\$15.44	107.05%	102.93%	\$12.01	\$14.42	\$16.83
4	57657031	Water Rights Technician	\$16.47	105.74%	\$16.47	105.74%	82.18%	\$12.98	\$15.58	\$18.18
4	57657052	Water Rights Technician	\$16.47	105.74%	\$16.47	105.74%	82.18%	\$12.98	\$15.58	\$18.18
5	57620065	Accountant	\$15.61	73.91%	\$17.95	85.00%	98.32%	\$14.55	\$21.12	\$21.83
5	57665127	Accountant	\$18.00	85.22%	\$18.00	85.22%	98.57%	\$14.55	\$21.12	\$21.83
5	57600014	Administrative Specialist	\$17.00	85.41%	\$17.00	85.41%	87.48%	\$15.92	\$19.90	\$23.89
5	57600057	Administrative Specialist	\$18.77	94.30%	\$18.77	94.30%	96.58%	\$15.92	\$19.90	\$23.89
5	57650001	Administrative Specialist	\$30.35	152.48%	\$30.35	152.48%	156.18%	\$15.92	\$19.90	\$23.89
5	57650745	Administrative Support Sup	\$19.74	83.26%	\$20.15	85.00%	73.30%	\$18.97	\$23.71	\$28.45
5	57666132	Aircraft Mechanic	\$21.82	93.43%	\$21.82	93.43%	89.65%	\$18.69	\$23.36	\$28.03
5	57666189	Aircraft Mechanic	\$21.82	93.43%	\$21.82	93.43%	89.65%	\$18.69	\$23.36	\$28.03
5	57666190	Aircraft Mechanic	\$21.82	93.43%	\$21.82	93.43%	89.65%	\$18.69	\$23.36	\$28.03
5	57666191	Aircraft Mechanic	\$21.82	93.43%	\$21.82	93.43%	89.65%	\$18.69	\$23.36	\$28.03
5	57666192	Aircraft Mechanic	\$21.82	93.43%	\$21.82	93.43%	89.65%	\$18.69	\$23.36	\$28.03
5	57657007	Business Operations Sup	\$19.23	96.90%	\$19.23	96.90%	101.47%	\$15.88	\$19.84	\$23.81
5	57665009	Communications Technologist	\$21.12	89.03%	\$21.12	89.03%	89.12%	\$18.98	\$23.73	\$28.47
5	57600020	Computer Support Specialist	\$19.09	82.69%	\$19.62	85.00%	76.15%	\$18.47	\$23.09	\$27.71
5	57660340	Computer Support Specialist	\$18.63	80.67%	\$19.62	85.00%	76.15%	\$18.47	\$23.09	\$27.71
5	57680060	Environmental Field Tch	\$16.82	83.13%	\$17.20	85.00%	81.43%	\$16.19	\$20.23	\$24.28
5	57680150	Environmental Field Tch	\$16.82	83.13%	\$17.20	85.00%	81.43%	\$16.19	\$20.23	\$24.28
5	57680050	Environmental Field Tch	\$23.70	117.14%	\$23.70	117.14%	112.21%	\$16.19	\$20.23	\$24.28
5	57680130	Environmental Field Tch	\$18.71	92.47%	\$18.71	92.47%	88.58%	\$16.19	\$20.23	\$24.28
5	57680155	Environmental Field Tch	\$18.71	92.47%	\$18.71	92.47%	88.58%	\$16.19	\$20.23	\$24.28
5	57680190	Environmental Field Tch	\$18.67	92.29%	\$18.67	92.29%	88.41%	\$16.19	\$20.23	\$24.28
5	57660700	Financial Specialist	\$16.91	91.68%	\$16.91	91.68%	93.29%	\$14.76	\$18.44	\$22.13
5	57660075	Forester	\$17.00	83.48%	\$17.85	87.67%	82.75%	\$16.29	\$20.36	\$24.43
5	57660055	Forester	\$16.19	79.53%	\$17.31	85.00%	80.23%	\$16.29	\$20.36	\$24.43
5	57600096	Forester	\$17.00	83.48%	\$17.31	85.00%	80.23%	\$16.29	\$20.36	\$24.43
5	57660993	Forester	\$16.96	83.30%	\$17.85	87.67%	82.75%	\$16.29	\$20.36	\$24.43
5	57600190	Forester	\$16.15	79.31%	\$17.00	83.50%	78.81%	\$16.29	\$20.36	\$24.43
5	57660666	Forester	\$16.15	79.34%	\$17.00	83.50%	78.81%	\$16.29	\$20.36	\$24.43
5	57660157	Forester	\$16.38	80.43%	\$17.85	87.67%	82.75%	\$16.29	\$20.36	\$24.43
5	57660400	Forester	\$16.59	81.46%	\$17.85	87.67%	82.75%	\$16.29	\$20.36	\$24.43
5	57600018	Forester	\$15.29	75.10%	\$17.31	85.00%	80.23%	\$16.29	\$20.36	\$24.43
5	57600019	Forester	\$16.97	83.36%	\$17.31	85.00%	80.23%	\$16.29	\$20.36	\$24.43
5	57600129	Forester	\$17.11	84.04%	\$17.31	85.00%	80.23%	\$16.29	\$20.36	\$24.43
5	57600130	Forester	\$16.93	83.13%	\$17.31	85.00%	80.23%	\$16.29	\$20.36	\$24.43
5	57660045	Forester	\$17.00	83.48%	\$17.31	85.00%	80.23%	\$16.29	\$20.36	\$24.43
5	57660155	Forester	\$17.12	84.07%	\$17.31	85.00%	80.23%	\$16.29	\$20.36	\$24.43
5	57660380	Forester	\$17.00	83.48%	\$17.31	85.00%	80.23%	\$16.29	\$20.36	\$24.43
5	57660960	Forester	\$16.83	82.65%	\$17.31	85.00%	80.23%	\$16.29	\$20.36	\$24.43
5	57660994	Forester	\$15.81	77.65%	\$17.31	85.00%	80.23%	\$16.29	\$20.36	\$24.43
5	57666952	Forester	\$15.25	74.90%	\$17.31	85.00%	80.23%	\$16.29	\$20.36	\$24.43
5	57600128	Forester	\$18.79	92.27%	\$18.79	92.27%	87.09%	\$16.29	\$20.36	\$24.43
5	57660031	Forester	\$18.08	88.80%	\$18.08	88.80%	83.81%	\$16.29	\$20.36	\$24.43

Department of Natural Resources and Conservation

House Bill 2

Natural Resources and Transportation Subcommittee

Band	Position #	Position Title	Initial Base Hourly Rate	Initial Base % of 2010 Mkt	Adjusted Base Hourly Rate	Adjusted Base % of 2010 Mkt	Adjusted Base % of 2012 Mkt	2010 Min.	2010 Market	2010 Max.
			Purple Rows = Market Adjustments							
5	57660251	Forester	\$17.85	87.67%	\$17.85	87.67%	82.75%	\$16.29	\$20.36	\$24.43
5	57660275	Forester	\$20.00	98.23%	\$20.00	98.23%	92.72%	\$16.29	\$20.36	\$24.43
5	57660320	Forester	\$18.63	91.51%	\$18.63	91.51%	86.37%	\$16.29	\$20.36	\$24.43
5	57660445	Forester	\$18.58	91.26%	\$18.58	91.26%	86.14%	\$16.29	\$20.36	\$24.43
5	57660485	Forester	\$18.55	91.11%	\$18.55	91.11%	85.99%	\$16.29	\$20.36	\$24.43
5	57660585	Forester	\$18.76	92.16%	\$18.76	92.16%	86.98%	\$16.29	\$20.36	\$24.43
5	57660586	Forester	\$17.87	87.79%	\$17.87	87.79%	82.86%	\$16.29	\$20.36	\$24.43
5	57660587	Forester	\$19.58	96.19%	\$19.58	96.19%	90.79%	\$16.29	\$20.36	\$24.43
5	57660620	Forester	\$19.21	94.37%	\$19.21	94.37%	89.07%	\$16.29	\$20.36	\$24.43
5	57660860	Forester	\$18.55	91.11%	\$18.55	91.11%	85.99%	\$16.29	\$20.36	\$24.43
5	57660915	Forester	\$19.98	98.11%	\$19.98	98.11%	92.60%	\$16.29	\$20.36	\$24.43
5	57660924	Forester	\$18.58	91.26%	\$18.58	91.26%	86.14%	\$16.29	\$20.36	\$24.43
5	57660926	Forester	\$19.82	97.36%	\$19.82	97.36%	91.89%	\$16.29	\$20.36	\$24.43
5	57660985	Forester	\$17.83	87.55%	\$17.83	87.55%	82.63%	\$16.29	\$20.36	\$24.43
5	57660996	Forester	\$19.05	93.59%	\$19.05	93.59%	88.33%	\$16.29	\$20.36	\$24.43
5	57666951	Forester	\$17.81	87.49%	\$17.81	87.49%	82.57%	\$16.29	\$20.36	\$24.43
5	57660901	Forester	\$18.17	74.37%	\$20.77	85.00%	96.27%	\$16.29	\$24.43	\$24.43
5	57635093	Grants Contracts Coordinator	\$15.72	82.61%	\$16.18	85.00%	81.86%	\$15.22	\$19.03	\$22.84
5	57658401	Hydroelectric Plant Operator	\$29.42	97.98%	\$29.42	97.98%	95.74%	\$24.02	\$30.02	\$36.02
5	57660959	Mechanic Maintenance SupMgr	\$17.65	72.82%	\$20.60	85.00%	93.45%	\$19.39	\$24.23	\$29.08
5	57600152	Occupational Health Safety Spc	\$17.48	77.60%	\$19.15	85.00%	95.94%	\$18.02	\$22.53	\$27.03
5	57650170	Operations Research Analyst	\$21.89	96.12%	\$21.89	96.12%	94.79%	\$18.22	\$22.78	\$27.33
5	57660156	Planner	\$18.08	75.45%	\$20.37	85.00%	83.25%	\$19.17	\$23.96	\$28.75
5	57600003	Program Specialist	\$23.02	111.77%	\$23.02	111.77%	129.20%	\$16.48	\$20.60	\$27.00
5	57635080	Program Specialist	\$21.00	101.94%	\$21.00	101.94%	117.84%	\$16.48	\$20.60	\$25.00
5	57660001	Public Relations Specialist	\$16.65	86.62%	\$16.65	86.62%	84.09%	\$15.38	\$19.22	\$25.00
5	57660923	Purchasing Agent	\$16.50	80.08%	\$17.51	85.00%	83.43%	\$16.68	\$20.60	\$25.02
5	57660690	Purchasing Agent	\$22.63	109.86%	\$22.63	109.86%	107.83%	\$16.68	\$20.60	\$25.02
5	57660980	Purchasing Agent	\$18.00	87.38%	\$18.00	87.38%	85.77%	\$16.68	\$20.60	\$25.02
5	57600122	Range Management Specialist	\$17.55	74.60%	\$18.82	80.00%	79.63%	\$18.82	\$23.53	\$28.23
5	57600013	Range Management Specialist	\$18.80	79.90%	\$20.00	85.00%	84.61%	\$18.82	\$23.53	\$28.23
5	57600039	Range Management Specialist	\$19.82	84.26%	\$20.00	85.00%	84.61%	\$18.82	\$23.53	\$28.23
5	57600118	Range Management Specialist	\$19.74	83.91%	\$20.00	85.00%	84.61%	\$18.82	\$23.53	\$28.23
5	57600182	Range Management Specialist	\$17.50	74.39%	\$20.00	85.00%	84.61%	\$18.82	\$23.53	\$28.23
5	57660150	Range Management Specialist	\$17.50	74.39%	\$20.00	85.00%	84.61%	\$18.82	\$23.53	\$28.23
5	57660671	Range Management Specialist	\$19.66	83.56%	\$20.00	85.00%	84.61%	\$18.82	\$23.53	\$28.23
5	57600037	Range Management Specialist	\$20.53	87.28%	\$20.53	87.28%	86.88%	\$18.82	\$23.53	\$28.23
5	57600123	Range Management Specialist	\$20.04	85.18%	\$20.04	85.18%	84.79%	\$18.82	\$23.53	\$28.23
5	57635098	Training Development Spc	\$14.36	100.29%	\$14.36	100.29%	71.64%	\$15.34	\$14.32	\$23.01
5	57635099	Training Development Spc	\$17.67	92.15%	\$17.67	92.15%	88.12%	\$15.34	\$19.18	\$23.01
5	57657083	Water Conservation Specialist	\$15.72	66.97%	\$17.62	75.06%	74.88%	\$18.78	\$23.48	\$28.17
5	57657064	Water Conservation Specialist	\$15.72	66.97%	\$17.62	75.06%	74.88%	\$18.78	\$23.48	\$28.17
5	57635031	Water Conservation Specialist	\$18.50	78.80%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57650007	Water Conservation Specialist	\$17.62	75.07%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57650280	Water Conservation Specialist	\$17.62	75.07%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57650300	Water Conservation Specialist	\$17.57	74.85%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57650502	Water Conservation Specialist	\$17.67	75.25%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57650590	Water Conservation Specialist	\$17.62	75.07%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57650610	Water Conservation Specialist	\$17.57	74.85%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657013	Water Conservation Specialist	\$17.39	74.06%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657015	Water Conservation Specialist	\$18.86	80.31%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657016	Water Conservation Specialist	\$17.62	75.07%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657017	Water Conservation Specialist	\$17.65	75.18%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17

Department of Natural Resources and Conservation
House Bill 2
Natural Resources and Transportation Subcommittee

Band	Position #	Position Title	Initial	Initial	Adjusted	Adjusted	Adjusted	2010 Min.	2010 Market	2010 Max.
			Base	Base % of	Base	Adjusted	Adjusted			
			Hourly Rate	2010 Mkt	Hourly Rate	Base % of 2010 Mkt	Base % of 2012 Mkt			
Purple Rows = Market Adjustments										
5	57657019	Water Conservation Specialist	\$17.11	72.88%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657020	Water Conservation Specialist	\$17.34	73.85%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657051	Water Conservation Specialist	\$18.86	80.31%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657055	Water Conservation Specialist	\$17.62	75.07%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657056	Water Conservation Specialist	\$17.62	75.07%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657060	Water Conservation Specialist	\$18.08	77.00%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657061	Water Conservation Specialist	\$17.62	75.07%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657062	Water Conservation Specialist	\$17.39	74.07%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657063	Water Conservation Specialist	\$17.63	75.09%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657065	Water Conservation Specialist	\$17.62	75.07%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657066	Water Conservation Specialist	\$16.34	69.60%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657067	Water Conservation Specialist	\$19.68	83.83%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657068	Water Conservation Specialist	\$17.63	75.09%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657069	Water Conservation Specialist	\$17.19	73.21%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657072	Water Conservation Specialist	\$17.62	75.07%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657073	Water Conservation Specialist	\$17.62	75.07%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657074	Water Conservation Specialist	\$15.72	66.97%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657075	Water Conservation Specialist	\$17.65	75.18%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657076	Water Conservation Specialist	\$17.62	75.07%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657077	Water Conservation Specialist	\$16.63	70.81%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657081	Water Conservation Specialist	\$17.50	74.54%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657082	Water Conservation Specialist	\$17.62	75.07%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657085	Water Conservation Specialist	\$17.62	75.07%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657086	Water Conservation Specialist	\$17.62	75.07%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657087	Water Conservation Specialist	\$17.63	75.09%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657088	Water Conservation Specialist	\$17.62	75.07%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57657095	Water Conservation Specialist	\$17.65	75.18%	\$19.96	85.00%	84.79%	\$18.78	\$23.48	\$28.17
5	57635031	Water Conservation Specialist	\$20.20	86.05%	\$20.20	86.05%	85.84%	\$18.78	\$23.48	\$28.17
5	57635065	Water Conservation Specialist	\$20.72	88.25%	\$20.72	88.25%	88.04%	\$18.78	\$23.48	\$28.17
5	57650380	Water Conservation Specialist	\$20.12	85.71%	\$20.12	85.71%	85.50%	\$18.78	\$23.48	\$28.17
5	57650710	Water Conservation Specialist	\$20.12	85.71%	\$20.12	85.71%	85.50%	\$18.78	\$23.48	\$28.17
5	57653003	Water Conservation Specialist	\$21.36	90.96%	\$21.36	90.96%	90.74%	\$18.78	\$23.48	\$28.17
5	57657008	Water Conservation Specialist	\$20.12	85.71%	\$20.12	85.71%	85.50%	\$18.78	\$23.48	\$28.17
5	57657012	Water Conservation Specialist	\$21.36	90.96%	\$21.36	90.96%	90.74%	\$18.78	\$23.48	\$28.17
5	57657084	Water Conservation Specialist	\$20.12	85.71%	\$20.12	85.71%	85.50%	\$18.78	\$23.48	\$28.17
5	57658000	Water Conservation Specialist	\$21.40	91.16%	\$21.40	91.16%	90.94%	\$18.78	\$23.48	\$28.17
5	57650865	Web Developer	\$18.18	77.02%	\$20.06	85.00%	104.78%	\$18.88	\$23.60	\$28.32
6	57600067	Accountant	\$21.09	83.21%	\$21.09	83.21%	90.83%	\$17.46	\$25.35	\$26.19
6	57600045	Administrative Specialist	\$19.56	81.91%	\$19.56	81.91%	77.72%	\$19.11	\$23.89	\$28.66
6	57656542	Administrative Specialist	\$21.18	88.68%	\$21.18	88.68%	84.15%	\$19.11	\$23.89	\$28.66
6	57657092	Administrative Specialist	\$22.11	92.58%	\$22.11	92.58%	87.84%	\$19.11	\$23.89	\$28.66
6	57660410	Administrative Specialist	\$22.01	92.13%	\$22.01	92.13%	87.41%	\$19.11	\$23.89	\$28.66
6	57680020	Administrative Specialist	\$26.99	112.98%	\$26.99	112.98%	107.20%	\$19.11	\$23.89	\$28.66
6	57666105	Aircraft Inspector	\$25.84	109.46%	\$25.84	109.46%	108.80%	\$18.88	\$23.61	\$28.33
6	57666130	Aircraft Pilot	\$30.69	103.13%	\$30.69	103.13%	97.63%	\$23.81	\$29.76	\$35.71
6	57666522	Aircraft Pilot	\$29.81	100.15%	\$29.81	100.15%	94.82%	\$23.81	\$29.76	\$35.71
6	57666523	Aircraft Pilot	\$29.81	100.15%	\$29.81	100.15%	94.82%	\$23.81	\$29.76	\$35.71
6	57666524	Aircraft Pilot	\$29.81	100.15%	\$29.81	100.15%	94.81%	\$23.81	\$29.76	\$35.71
6	57666525	Aircraft Pilot	\$29.80	100.14%	\$29.80	100.14%	94.81%	\$23.81	\$29.76	\$35.71
6	57666528	Aircraft Pilot	\$28.85	96.94%	\$28.85	96.94%	91.78%	\$23.81	\$29.76	\$35.71
6	57666529	Aircraft Pilot	\$28.85	96.94%	\$28.85	96.94%	91.78%	\$23.81	\$29.76	\$35.71
6	57655000	Archivist	\$22.01	111.18%	\$22.01	111.18%	103.67%	\$15.83	\$19.79	\$23.75
6	57600140	Auditor	\$19.64	77.50%	\$20.28	80.00%	78.13%	\$20.28	\$25.35	\$30.42

Department of Natural Resources and Conservation

House Bill 2

Natural Resources and Transportation Subcommittee

Band	Position #	Position Title	Intial	Intial	Adjusted	Adjusted	Adjusted	2010 Min.	2010 Market	2010 Max.
			Base	Base % of	Base	Adjusted	Adjusted			
			Hourly Rate	2010 Mkt	Hourly Rate	Base % of 2010 Mkt	Base % of 2012 Mkt			
Purple Rows = Market Adjustments										
6	57600083	Auditor	\$24.68	97.36%	\$24.68	97.36%	95.08%	\$20.28	\$25.35	\$30.42
6	57600016	Budget Analyst	\$26.58	101.81%	\$26.58	101.81%	97.47%	\$20.88	\$26.11	\$31.33
6	57660080	Budget Analyst	\$26.41	101.18%	\$26.41	101.18%	96.87%	\$20.88	\$26.11	\$31.33
6	57660635	Budget Analyst	\$26.90	103.04%	\$26.90	103.04%	98.65%	\$20.88	\$26.11	\$31.33
6	57630001	Business Development Spc	\$25.03	86.60%	\$25.03	86.60%	87.06%	\$23.12	\$28.90	\$34.68
6	57600142	Cartographer	\$25.83	108.65%	\$25.83	108.65%	120.98%	\$15.85	\$23.77	\$28.52
6	57655001	Cartographer	\$26.61	111.96%	\$26.61	111.96%	124.67%	\$15.85	\$23.77	\$28.52
6	57660510	Cartographer	\$21.79	91.69%	\$21.79	91.69%	102.10%	\$26.26	\$23.77	\$39.40
6	57660940	Cartographer	\$23.54	99.04%	\$23.54	99.04%	77.84%	\$15.85	\$23.77	\$28.52
6	57650527	Civil Engineering Spec.	\$26.17	90.27%	\$27.54	94.98%	93.28%	\$23.19	\$28.99	\$34.79
6	57680030	Civil Engineering Spec.	\$25.65	88.48%	\$28.80	99.34%	97.56%	\$23.19	\$28.99	\$34.79
6	57635083	Civil Engineering Spec.	\$24.94	71.69%	\$27.83	80.00%	94.28%	\$23.19	\$34.79	\$34.79
6	57655004	Civil Engineering Spec.	\$31.83	109.80%	\$31.83	109.80%	107.83%	\$23.19	\$28.99	\$34.79
6	57660910	Communications Tech.	\$25.35	89.03%	\$25.35	89.03%	81.04%	\$22.78	\$28.47	\$34.17
6	57600006	Computer Programmer	\$26.44	106.75%	\$26.44	106.75%	100.33%	\$19.82	\$24.77	\$29.72
6	57650120	Computer Programmer	\$27.46	110.86%	\$27.46	110.86%	104.19%	\$19.82	\$24.77	\$29.72
6	57650270	Computer Programmer	\$27.19	109.77%	\$27.19	109.77%	103.16%	\$19.82	\$24.77	\$29.72
6	57657026	Computer Programmer	\$26.44	106.75%	\$26.44	106.75%	100.33%	\$19.82	\$24.77	\$29.72
6	57657097	Computer Programmer	\$24.13	97.43%	\$24.13	97.43%	91.57%	\$19.82	\$24.77	\$29.72
6	57600141	Computer Sys. Analyst	\$25.96	91.92%	\$25.96	91.92%	85.68%	\$22.60	\$28.25	\$33.89
6	57655005	Computer Sys. Analyst	\$27.18	96.23%	\$27.18	96.23%	89.70%	\$22.60	\$28.25	\$33.89
6	57600017	Conservation Specialist	\$20.26	71.78%	\$22.58	80.00%	74.07%	\$22.58	\$28.23	\$33.88
6	57650190	Conservation Specialist	\$20.45	72.42%	\$22.58	80.00%	74.07%	\$22.58	\$28.23	\$33.88
6	57660430	Conservation Specialist	\$20.28	71.83%	\$22.58	80.00%	74.07%	\$22.58	\$28.23	\$33.88
6	57600181	Conservation Specialist	\$21.15	74.90%	\$22.58	80.00%	74.07%	\$22.58	\$28.23	\$33.88
6	57650340	Conservation Specialist	\$21.96	77.77%	\$22.58	80.00%	74.07%	\$22.58	\$28.23	\$33.88
6	57660670	Conservation Specialist	\$22.04	78.07%	\$22.58	80.00%	74.07%	\$22.58	\$28.23	\$33.88
6	57661027	Conservation Specialist	\$20.28	71.83%	\$22.58	80.00%	74.07%	\$22.58	\$28.23	\$33.88
6	57600110	Conservation Specialist	\$25.55	90.51%	\$25.55	90.51%	83.80%	\$22.58	\$28.23	\$33.88
6	57600117	Conservation Specialist	\$23.45	83.05%	\$23.45	83.05%	76.90%	\$22.58	\$28.23	\$33.88
6	57660162	Conservation Specialist	\$26.00	92.10%	\$26.00	92.10%	85.28%	\$22.58	\$28.23	\$33.88
6	57660495	Conservation Specialist	\$23.77	91.60%	\$23.77	91.60%	77.96%	\$22.58	\$25.95	\$33.88
6	57660550	Conservation Specialist	\$27.64	97.89%	\$27.64	97.89%	90.63%	\$22.58	\$28.23	\$33.88
6	57660776	Conservation Specialist	\$24.86	88.06%	\$24.86	88.06%	81.53%	\$22.58	\$28.23	\$33.88
6	57661028	Conservation Specialist	\$25.83	91.48%	\$25.83	91.48%	84.70%	\$22.58	\$28.23	\$33.88
6	57666950	Conservation Specialist	\$27.90	98.83%	\$27.90	98.83%	91.50%	\$22.58	\$28.23	\$33.88
6	57657022	Electronics Engineer	\$28.06	86.98%	\$28.06	86.98%	84.27%	\$25.81	\$32.26	\$38.71
6	57600059	Environmental Science Spc	\$23.48	100.68%	\$23.48	100.68%	90.59%	\$18.65	\$23.32	\$27.98
6	57635051	Environmental Science Spc	\$24.32	104.30%	\$24.32	104.30%	93.85%	\$18.65	\$23.32	\$27.98
6	57650751	Environmental Science Spc	\$22.69	97.29%	\$22.69	97.29%	87.55%	\$18.65	\$23.32	\$27.98
6	57650005	Financial Manager	\$26.22	77.19%	\$27.18	80.00%	87.19%	\$27.18	\$33.97	\$40.77
6	57660520	Financial Manager	\$25.89	76.20%	\$27.18	80.00%	87.19%	\$27.18	\$33.97	\$40.77
6	57660720	Financial Ops. Sup/Mgr	\$21.87	66.90%	\$26.15	80.00%	97.16%	\$26.15	\$32.68	\$39.22
6	57660791	Financial Specialist	\$21.63	97.75%	\$23.33	105.41%	101.09%	\$17.71	\$22.13	\$26.56
6	57600007	Financial Specialist	\$23.21	104.87%	\$23.21	104.87%	100.57%	\$17.71	\$22.13	\$26.56
6	57630100	Financial Specialist	\$22.67	102.43%	\$22.67	102.43%	98.23%	\$17.71	\$22.13	\$26.56
6	57650450	Financial Specialist	\$19.54	88.29%	\$19.54	88.29%	84.67%	\$17.71	\$22.13	\$26.56
6	57660002	Financial Specialist	\$24.35	110.03%	\$24.35	110.03%	105.51%	\$17.71	\$22.13	\$26.56
6	57660710	Financial Specialist	\$22.35	100.98%	\$22.35	100.98%	96.84%	\$17.71	\$22.13	\$26.56
6	57660035	Fish Wildlife Biologist	\$19.33	74.48%	\$20.76	80.00%	75.10%	\$20.76	\$25.95	\$31.14
6	57660158	Fish Wildlife Biologist	\$19.33	74.48%	\$20.76	80.00%	75.10%	\$20.76	\$25.95	\$31.14
6	57660652	Fish Wildlife Biologist	\$21.61	83.28%	\$21.61	83.28%	78.18%	\$20.76	\$25.95	\$31.14
6	57660937	Forester	\$19.27	78.89%	\$20.40	83.50%	78.63%	\$19.55	\$24.43	\$29.52

Department of Natural Resources and Conservation
House Bill 2
Natural Resources and Transportation Subcommittee

Band	Position #	Position Title	Initial	Initial	Adjusted	Adjusted	Adjusted	2010 Min.	2010 Market	2010 Max.
			Base	Base % of	Base	Adjusted	Adjusted			
			Hourly Rate	2010 Mkt	Hourly Rate	Base % of 2010 Mkt	Base % of 2012 Mkt			
Purple Rows = Market Adjustments										
6	57660958	Forester	\$19.38	79.30%	\$19.55	80.00%	75.33%	\$19.55	\$24.43	\$29.32
6	57600111	Forester	\$21.93	89.75%	\$23.50	96.19%	90.58%	\$19.55	\$24.43	\$29.32
6	57635062	Forester	\$21.39	87.55%	\$22.58	92.42%	87.03%	\$19.55	\$24.43	\$29.32
6	57600223	Forester	\$20.25	82.87%	\$21.00	85.95%	80.94%	\$19.55	\$24.43	\$29.32
6	57600121	Forester	\$21.32	87.27%	\$23.50	96.19%	90.58%	\$19.55	\$24.43	\$29.32
6	57660651	Forester	\$19.44	79.56%	\$20.23	82.80%	77.97%	\$19.55	\$24.43	\$29.32
6	57600062	Forester	\$20.80	85.15%	\$20.80	85.15%	80.18%	\$19.55	\$24.43	\$29.32
6	57600074	Forester	\$23.26	95.20%	\$23.26	95.20%	89.65%	\$19.55	\$24.43	\$29.32
6	57600076	Forester	\$21.90	89.63%	\$21.90	89.63%	84.41%	\$19.55	\$24.43	\$29.32
6	57600094	Forester	\$20.40	83.48%	\$20.40	83.48%	78.61%	\$19.55	\$24.43	\$29.32
6	57600112	Forester	\$22.87	93.59%	\$22.87	93.59%	88.13%	\$19.55	\$24.43	\$29.32
6	57600120	Forester	\$24.63	100.80%	\$24.63	100.80%	94.92%	\$19.55	\$24.43	\$29.32
6	57600126	Forester	\$23.01	94.19%	\$23.01	94.19%	88.70%	\$19.55	\$24.43	\$29.32
6	57660161	Forester	\$22.80	93.32%	\$22.80	93.32%	87.88%	\$19.55	\$24.43	\$29.32
6	57660350	Forester	\$22.91	93.78%	\$22.91	93.78%	88.31%	\$19.55	\$24.43	\$29.32
6	57660370	Forester	\$24.24	99.22%	\$24.24	99.22%	93.43%	\$19.55	\$24.43	\$29.32
6	57660415	Forester	\$22.37	91.58%	\$22.37	91.58%	86.24%	\$19.55	\$24.43	\$29.32
6	57660475	Forester	\$23.02	94.21%	\$23.02	94.21%	88.71%	\$19.55	\$24.43	\$29.32
6	57660515	Forester	\$20.53	84.02%	\$20.53	84.02%	79.12%	\$19.55	\$24.43	\$29.32
6	57660530	Forester	\$23.02	94.21%	\$23.02	94.21%	88.71%	\$19.55	\$24.43	\$29.32
6	57660545	Forester	\$21.39	87.57%	\$21.39	87.57%	82.46%	\$19.55	\$24.43	\$29.32
6	57660555	Forester	\$23.72	97.09%	\$23.72	97.09%	91.43%	\$19.55	\$24.43	\$29.32
6	57660631	Forester	\$20.34	83.27%	\$20.34	83.27%	78.41%	\$19.55	\$24.43	\$29.32
6	57660680	Forester	\$21.26	87.00%	\$21.26	87.00%	81.93%	\$19.55	\$24.43	\$29.32
6	57660801	Forester	\$23.65	96.78%	\$23.65	96.78%	91.14%	\$19.55	\$24.43	\$29.32
6	57660802	Forester	\$22.78	93.25%	\$22.78	93.25%	87.81%	\$19.55	\$24.43	\$29.32
6	57660890	Forester	\$22.71	92.97%	\$22.71	92.97%	87.54%	\$19.55	\$24.43	\$29.32
6	57660900	Forester	\$21.75	89.03%	\$21.75	89.03%	83.84%	\$19.55	\$24.43	\$29.32
6	57660920	Forester	\$20.70	84.71%	\$20.70	84.71%	79.77%	\$19.55	\$24.43	\$29.32
6	57660921	Forester	\$21.76	89.06%	\$21.76	89.06%	83.86%	\$19.55	\$24.43	\$29.32
6	57660936	Forester	\$22.91	93.78%	\$22.91	93.78%	88.31%	\$19.55	\$24.43	\$29.32
6	57660939	Forester	\$22.44	91.83%	\$22.44	91.83%	86.47%	\$19.55	\$24.43	\$29.32
6	57660986	Forester	\$22.78	93.25%	\$22.78	93.25%	87.81%	\$19.55	\$24.43	\$29.32
6	57660988	Forester	\$22.44	91.83%	\$22.44	91.83%	86.47%	\$19.55	\$24.43	\$29.32
6	57660989	Forester	\$23.01	94.20%	\$23.01	94.20%	88.71%	\$19.55	\$24.43	\$29.32
6	57660991	Forester	\$22.45	91.89%	\$22.45	91.89%	86.53%	\$19.55	\$24.43	\$29.32
6	57660997	Forester	\$21.42	87.65%	\$21.42	87.65%	82.54%	\$19.55	\$24.43	\$29.32
6	57640140	Geologist	\$24.09	89.15%	\$24.09	89.15%	87.67%	\$21.62	\$27.03	\$32.43
6	57650050	Hearings Officer	\$25.03	107.23%	\$25.03	107.23%	96.07%	\$18.68	\$23.35	\$28.02
6	57600010	Human Resource Spec.	\$21.08	88.23%	\$21.08	88.23%	89.49%	\$19.12	\$23.89	\$28.67
6	57600026	Human Resource Spec.	\$21.08	88.23%	\$21.08	88.23%	89.49%	\$19.12	\$23.89	\$28.67
6	57658400	Hydroelectric Plant SupMgr	\$32.62	87.18%	\$32.62	87.18%	69.51%	\$29.93	\$37.41	\$44.90
6	57650142	Hydrologist	\$23.99	85.34%	\$23.99	85.34%	76.94%	\$22.49	\$28.12	\$33.74
6	57658500	Hydrologist	\$25.65	91.23%	\$27.21	96.78%	87.25%	\$22.49	\$28.12	\$33.74
6	57655252	Hydrologist	\$23.89	84.96%	\$25.91	92.15%	83.08%	\$22.49	\$28.12	\$33.74
6	57600043	Hydrologist	\$22.24	79.08%	\$22.49	80.00%	72.13%	\$22.49	\$28.12	\$33.74
6	57650080	Hydrologist	\$21.36	75.95%	\$22.49	80.00%	72.13%	\$22.49	\$28.12	\$33.74
6	57650350	Hydrologist	\$21.36	75.95%	\$22.49	80.00%	72.13%	\$22.49	\$28.12	\$33.74
6	57650440	Hydrologist	\$21.36	75.95%	\$22.49	80.00%	72.13%	\$22.49	\$28.12	\$33.74
6	57600086	Hydrologist	\$23.99	85.34%	\$23.99	85.34%	76.94%	\$22.49	\$28.12	\$33.74
6	57650006	Hydrologist	\$29.88	106.26%	\$29.88	106.26%	95.80%	\$22.49	\$28.12	\$33.74
6	57650160	Hydrologist	\$23.99	85.34%	\$23.99	85.34%	76.94%	\$22.49	\$28.12	\$33.74
6	57650260	Hydrologist	\$27.21	96.78%	\$27.21	96.78%	87.25%	\$22.49	\$28.12	\$33.74

Department of Natural Resources and Conservation

House Bill 2

Natural Resources and Transportation Subcommittee

Band	Position #	Position Title	Initial Base Hourly Rate	Initial Base % of 2010 Mkt	Adjusted Base Hourly Rate	Adjusted Base % of 2010 Mkt	Adjusted Base % of 2012 Mkt	2010 Min.	2010 Market	2010 Max.
			Purple Rows = Market Adjustments							
6	57650750	Hydrologist	\$25.65	91.23%	\$25.65	91.23%	82.25%	\$22.49	\$28.12	\$33.74
6	57650845	Hydrologist	\$29.88	106.26%	\$29.88	106.26%	95.80%	\$22.49	\$28.12	\$33.74
6	57658200	Hydrologist	\$31.88	113.38%	\$31.88	113.38%	102.22%	\$22.49	\$28.12	\$33.74
6	57660025	Hydrologist	\$23.99	85.34%	\$23.99	85.34%	76.94%	\$22.49	\$28.12	\$33.74
6	57660565	Hydrologist	\$23.99	85.31%	\$23.99	85.31%	76.91%	\$22.49	\$28.12	\$33.74
6	57660992	Hydrologist	\$23.99	85.34%	\$23.99	85.34%	76.94%	\$22.49	\$28.12	\$33.74
6	57660540	Management Analyst	\$23.08	90.57%	\$23.08	90.57%	91.17%	\$20.38	\$25.48	\$30.58
6	57600146	Network Administrator	\$20.66	80.81%	\$22.29	87.18%	82.28%	\$20.45	\$25.57	\$30.68
6	57620260	Network Administrator	\$21.15	82.71%	\$21.15	82.71%	78.06%	\$20.45	\$25.57	\$30.68
6	57620300	Network Administrator	\$25.96	101.55%	\$25.96	101.55%	95.83%	\$20.45	\$25.57	\$30.68
6	57640160	Network Administrator	\$23.95	93.69%	\$23.95	93.69%	88.42%	\$20.45	\$25.57	\$30.68
6	57657025	Network Administrator	\$20.47	80.06%	\$20.47	80.06%	75.56%	\$20.45	\$25.57	\$30.68
6	57660096	Network Administrator	\$21.15	82.71%	\$21.15	82.71%	78.06%	\$20.45	\$25.57	\$30.68
6	57660660	Occupational Health Safety Spc	\$22.10	81.74%	\$22.10	81.74%	85.11%	\$21.63	\$27.03	\$32.44
6	57660505	Ops. Research Analyst	\$23.93	87.55%	\$23.93	87.55%	89.36%	\$21.87	\$27.33	\$32.80
6	57600224	Petroleum Engineer	\$29.78	96.99%	\$29.78	96.99%	85.09%	\$24.57	\$30.71	\$36.85
6	57600050	Planner	\$22.84	79.43%	\$23.00	80.00%	79.00%	\$23.00	\$28.75	\$34.50
6	57660490	Planner	\$21.82	75.90%	\$23.00	80.00%	79.00%	\$23.00	\$28.75	\$34.50
6	57600058	Planner	\$25.77	89.63%	\$25.77	89.63%	88.51%	\$23.00	\$28.75	\$34.50
6	57660740	Planner	\$23.42	81.47%	\$23.42	81.47%	80.45%	\$23.00	\$28.75	\$34.50
6	57660440	Plant Science Spec.	\$23.14	98.01%	\$23.14	98.01%	90.92%	\$18.89	\$23.61	\$28.34
6	57660120	Program Manager	\$24.00	73.10%	\$26.75	81.48%	88.45%	\$26.26	\$32.83	\$39.40
6	57600011	Program Manager	\$23.02	70.13%	\$26.26	80.00%	86.84%	\$26.26	\$32.83	\$39.40
6	57600035	Program Manager	\$24.22	73.77%	\$26.26	80.00%	86.84%	\$26.26	\$32.83	\$39.40
6	57600041	Program Manager	\$25.51	77.69%	\$26.26	80.00%	86.84%	\$26.26	\$32.83	\$39.40
6	57600053	Program Manager	\$24.22	73.77%	\$26.26	80.00%	86.84%	\$26.26	\$32.83	\$39.40
6	57600073	Program Manager	\$24.22	73.77%	\$26.26	80.00%	86.84%	\$26.26	\$32.83	\$39.40
6	57600114	Program Manager	\$25.95	79.03%	\$26.26	80.00%	86.84%	\$26.26	\$32.83	\$39.40
6	57600124	Program Manager	\$24.22	73.77%	\$26.26	80.00%	86.84%	\$26.26	\$32.83	\$39.40
6	57600125	Program Manager	\$24.74	75.36%	\$26.26	80.00%	86.84%	\$26.26	\$32.83	\$39.40
6	57650390	Program Manager	\$24.83	75.64%	\$26.26	80.00%	86.84%	\$26.26	\$32.83	\$39.40
6	57650400	Program Manager	\$24.83	75.64%	\$26.26	80.00%	86.84%	\$26.26	\$32.83	\$39.40
6	57650410	Program Manager	\$24.83	75.64%	\$26.26	80.00%	86.84%	\$26.26	\$32.83	\$39.40
6	57650470	Program Manager	\$24.83	75.64%	\$26.26	80.00%	86.84%	\$26.26	\$32.83	\$39.40
6	57660210	Program Manager	\$25.02	76.20%	\$26.26	80.00%	86.84%	\$26.26	\$32.83	\$39.40
6	57660250	Program Manager	\$25.25	76.91%	\$26.26	80.00%	86.84%	\$26.26	\$32.83	\$39.40
6	57660661	Program Manager	\$24.22	73.77%	\$26.26	80.00%	86.84%	\$26.26	\$32.83	\$39.40
6	57660805	Program Manager	\$25.48	77.62%	\$26.26	80.00%	86.84%	\$26.26	\$32.83	\$39.40
6	57660940	Program Manager	\$24.77	75.46%	\$26.26	80.00%	86.84%	\$26.26	\$32.83	\$39.40
6	57600055	Program Manager	\$27.20	82.84%	\$27.20	82.84%	89.92%	\$26.26	\$32.83	\$39.40
6	57660140	Program Manager	\$26.78	81.56%	\$26.78	81.56%	88.53%	\$26.26	\$32.83	\$39.40
6	57660180	Program Manager	\$26.85	81.80%	\$26.85	81.80%	88.79%	\$26.26	\$32.83	\$39.40
6	57660230	Program Manager	\$27.76	84.56%	\$27.76	84.56%	91.79%	\$26.26	\$32.83	\$39.40
6	57660240	Program Manager	\$27.35	83.31%	\$27.35	83.31%	90.44%	\$26.26	\$32.83	\$39.40
6	57660310	Program Manager	\$26.43	80.52%	\$26.43	80.52%	87.41%	\$26.26	\$32.83	\$39.40
6	57660500	Program Manager	\$27.20	82.85%	\$27.20	82.85%	89.94%	\$26.26	\$32.83	\$39.40
6	57660905	Program Manager	\$26.85	81.80%	\$26.85	81.80%	88.79%	\$26.26	\$32.83	\$39.40
6	57660999	Program Manager	\$27.20	82.84%	\$27.20	82.84%	89.92%	\$26.26	\$32.83	\$39.40
6	57635096	Program Specialist	\$19.21	77.71%	\$19.78	80.00%	85.67%	\$19.78	\$24.72	\$29.66
6	57620210	Program Specialist	\$22.79	92.19%	\$22.79	92.19%	98.72%	\$19.78	\$24.72	\$29.66
6	57630010	Program Specialist	\$22.79	92.19%	\$22.79	92.19%	98.72%	\$19.78	\$24.72	\$29.66
6	57630030	Program Specialist	\$24.04	97.25%	\$24.04	97.25%	104.15%	\$19.78	\$24.72	\$29.66
6	57630031	Program Specialist	\$22.79	92.19%	\$22.79	92.19%	98.72%	\$19.78	\$24.72	\$29.66

Department of Natural Resources and Conservation
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Band	Position #	Position Title	Initial	Initial	Adjusted	Adjusted	2010	2010	2010
			Base Hourly Rate	Base % of 2010 Mkt	Base Hourly Rate	Base % of 2010 Mkt			
Purple Rows = Market Adjustments									
6	57630060	Program Specialist	\$22.79	92.19%	\$22.79	92.19%	98.72%	\$19.78	\$29.66
6	57630080	Program Specialist	\$22.79	92.19%	\$22.79	92.19%	98.72%	\$19.78	\$29.66
6	57656510	Program Specialist	\$22.79	92.19%	\$22.79	92.19%	98.72%	\$19.78	\$29.66
6	57656600	Program Specialist	\$22.79	92.19%	\$22.79	92.19%	98.72%	\$19.78	\$29.66
6	57660625	Program Specialist	\$22.13	89.51%	\$22.13	89.51%	95.86%	\$19.78	\$29.66
6	57660780	Program Specialist	\$20.96	84.81%	\$20.96	84.81%	90.82%	\$19.78	\$29.66
6	57656560	Project FacilitationSpec.	\$24.52	90.04%	\$24.52	90.04%	95.99%	\$21.79	\$32.68
6	57656630	Project FacilitationSpec.	\$24.52	90.04%	\$24.52	90.04%	95.99%	\$21.79	\$32.68
6	57600021	Project FacilitationSpec.	\$20.01	86.73%	\$20.01	86.73%	83.40%	\$18.45	\$27.68
6	57658100	Project FacilitationSpec.	\$23.09	100.08%	\$23.09	100.08%	96.23%	\$18.45	\$27.68
6	57600147	Purchasing Agent	\$21.80	87.12%	\$21.80	87.12%	83.64%	\$20.02	\$30.03
6	57600042	Range Management Spec.	\$22.26	78.86%	\$23.77	84.20%	77.96%	\$22.58	\$33.88
6	57630061	Range Management Spec.	\$22.53	79.80%	\$22.58	80.00%	74.07%	\$22.58	\$33.88
6	57660003	Range Management Spec.	\$23.31	82.56%	\$23.31	82.56%	76.44%	\$22.58	\$33.88
6	57660170	Range Management Spec.	\$23.77	84.20%	\$23.77	84.20%	0.00%	\$22.58	\$33.88
6	57600060	Resource Conservation Mgr	\$26.43	80.51%	\$27.50	83.76%	64.72%	\$31.69	\$49.46
6	57660159	Right Of Way Specialist	\$22.77	65.27%	\$27.91	80.00%	71.89%	\$27.91	\$41.86
6	57660665	Right Of Way Specialist	\$21.74	62.31%	\$27.91	80.00%	71.89%	\$27.91	\$41.86
6	57660930	Right Of Way Specialist	\$23.84	68.34%	\$27.91	80.00%	71.89%	\$27.91	\$41.86
6	57660360	Training Development Spc	\$22.01	95.64%	\$22.01	95.64%	92.19%	\$18.41	\$27.61
6	57660375	Training Development Spc	\$18.94	82.31%	\$18.94	82.31%	79.34%	\$18.41	\$27.61
6	57657058	Water Conservation Spec.	\$21.95	77.92%	\$22.54	80.00%	74.23%	\$22.54	\$33.81
6	57657096	Water Conservation Spec.	\$19.48	69.15%	\$23.09	81.95%	76.04%	\$22.54	\$33.81
	57650150	Water Conservation Spec.	\$21.64	76.79%	\$22.54	80.00%	74.23%	\$22.54	\$33.81
	57650430	Water Conservation Spec.	\$21.15	75.08%	\$22.54	80.00%	74.23%	\$22.54	\$33.81
	57657080	Water Conservation Spec.	\$20.75	73.65%	\$22.54	80.00%	74.23%	\$22.54	\$33.81
6	57620120	Water Conservation Spec.	\$22.91	81.33%	\$22.91	81.33%	75.46%	\$22.54	\$33.81
6	57624015	Water Conservation Spec.	\$24.03	85.31%	\$24.03	85.31%	79.15%	\$22.54	\$33.81
6	57650320	Water Conservation Spec.	\$24.04	85.32%	\$24.04	85.32%	79.16%	\$22.54	\$33.81
6	57650650	Water Conservation Spec.	\$25.95	92.09%	\$25.95	92.09%	85.45%	\$22.54	\$33.81
6	57657047	Water Conservation Spec.	\$24.96	88.59%	\$24.96	88.59%	82.20%	\$22.54	\$33.81
6	57657057	Water Conservation Spec.	\$23.09	81.97%	\$23.09	81.97%	76.05%	\$22.54	\$33.81
6	57658300	Water Conservation Spec.	\$24.04	85.32%	\$24.04	85.32%	79.16%	\$22.54	\$33.81
7	57657034	Budget Analyst	\$19.94	63.65%	\$23.50	75.00%	101.89%	\$17.40	\$26.11
7	57656540	Civil Engineering Spec.	\$31.09	89.38%	\$32.33	92.93%	91.26%	\$27.17	\$42.41
7	57650330	Civil Engineering Spec.	\$33.42	96.06%	\$34.77	99.93%	98.13%	\$27.17	\$42.41
7	57600065	Civil Engineering Spec.	\$33.61	96.62%	\$33.61	96.62%	94.88%	\$27.17	\$42.41
7	57635081	Civil Engineering Spec.	\$30.92	88.87%	\$30.92	88.87%	87.27%	\$27.17	\$42.41
7	57650070	Civil Engineering Spec.	\$27.54	79.15%	\$27.54	79.15%	77.72%	\$27.17	\$42.41
7	57650090	Civil Engineering Spec.	\$33.57	96.50%	\$33.57	96.50%	94.76%	\$27.17	\$42.41
7	57650100	Civil Engineering Spec.	\$30.92	88.87%	\$30.92	88.87%	87.27%	\$27.17	\$42.41
7	57650210	Civil Engineering Spec.	\$27.54	79.15%	\$27.54	79.15%	77.72%	\$27.17	\$42.41
7	57650240	Civil Engineering Spec.	\$28.43	81.72%	\$28.43	81.72%	80.25%	\$27.17	\$42.41
7	57650261	Civil Engineering Spec.	\$36.59	105.19%	\$36.59	105.19%	103.29%	\$27.17	\$42.41
7	57650500	Civil Engineering Spec.	\$34.85	100.18%	\$34.85	100.18%	98.37%	\$27.17	\$42.41
7	57650501	Civil Engineering Spec.	\$33.57	96.50%	\$33.57	96.50%	94.76%	\$27.17	\$42.41
7	57650503	Civil Engineering Spec.	\$27.54	79.15%	\$27.54	79.15%	77.72%	\$27.17	\$42.41
7	57656000	Civil Engineering Spec.	\$34.76	99.93%	\$34.76	99.93%	98.13%	\$27.17	\$42.41
7	57656541	Civil Engineering Spec.	\$33.61	96.62%	\$33.61	96.62%	94.88%	\$27.17	\$42.41
7	57656570	Civil Engineering Spec.	\$30.90	88.83%	\$30.90	88.83%	87.23%	\$27.17	\$42.41
	57656580	Civil Engineering Spec.	\$27.54	79.15%	\$27.54	79.15%	77.72%	\$27.17	\$42.41
	57656590	Civil Engineering Spec.	\$32.33	92.93%	\$32.33	92.93%	91.26%	\$27.17	\$42.41
	57650720	Economist	\$28.58	93.27%	\$28.58	93.27%	84.30%	\$23.93	\$37.35

Department of Natural Resources and Conservation

House Bill 2

Natural Resources and Transportation Subcommittee

Band	Position #	Position Title	Initial	Initial	Adjusted	Adjusted	Adjusted	2010 Min.	2010 Market	2010 Max.
			Base	Base	Base	Base	Base			
			Hourly Rate	% of 2010 Mkt	Hourly Rate	% of 2010 Mkt	% of 2012 Mkt			
Purple Rows = Market Adjustments										
7	57660775	Economist	\$26.63	86.91%	\$26.63	86.91%	78.56%	\$23.93	\$30.64	\$37.35
7	57650009	Engineering Manager	\$35.66	78.27%	\$36.59	80.30%	76.63%	\$35.59	\$45.56	\$55.54
7	57650200	Engineering Manager	\$39.57	86.84%	\$39.57	86.84%	82.87%	\$35.59	\$45.56	\$55.54
7	57660650	Financial Manager	\$30.44	74.67%	\$32.54	79.82%	78.09%	\$31.84	\$40.77	\$49.70
7	57656550	Financial Manager	\$33.08	81.15%	\$33.08	81.15%	79.39%	\$31.84	\$31.14	\$49.70
7	57660385	Fish Wildlife Biologist	\$23.90	76.75%	\$24.90	79.96%	71.55%	\$31.84	\$29.32	\$49.70
7	57660225	Forester	\$24.33	83.00%	\$24.33	83.00%	77.58%	\$24.32	\$29.32	\$37.96
7	57660330	Forester	\$28.50	97.22%	\$28.50	97.22%	90.87%	\$22.90	\$35.91	\$35.74
7	57600009	Human Resource Manager	\$29.67	82.61%	\$33.65	93.70%	87.82%	\$22.90	\$46.15	\$35.74
7	57600054	Lawyer	\$34.90	75.62%	\$36.15	78.34%	82.69%	\$28.05	\$46.15	\$43.78
7	57600023	Lawyer	\$34.58	74.92%	\$36.15	78.34%	82.69%	\$36.04	\$46.15	\$56.25
7	57600025	Lawyer	\$31.78	68.88%	\$34.61	75.00%	79.17%	\$36.04	\$46.15	\$56.25
7	57600046	Lawyer	\$33.40	72.37%	\$34.61	75.00%	79.17%	\$36.04	\$46.15	\$56.25
7	57642105	Lawyer	\$31.78	68.88%	\$34.61	75.00%	79.17%	\$36.04	\$46.15	\$56.25
7	57650321	Lawyer	\$32.00	69.34%	\$34.61	75.00%	79.17%	\$36.04	\$46.15	\$56.25
7	57650690	Lawyer	\$33.40	72.37%	\$34.61	75.00%	79.17%	\$36.04	\$46.15	\$56.25
7	57655251	Lawyer	\$31.29	67.81%	\$34.61	75.00%	79.17%	\$36.04	\$30.58	\$56.25
7	57660632	Management Analyst	\$26.09	85.33%	\$26.09	85.33%	84.66%	\$36.04	\$47.64	\$56.25
7	57657018	Operations Manager	\$33.27	69.84%	\$35.73	75.00%	74.16%	\$23.88	\$40.58	\$37.27
7	57600093	Resource Conservation Mgr	\$26.00	64.08%	\$30.43	75.00%	71.62%	\$37.21	\$40.58	\$58.08
7	57660465	Resource Conservation Mgr	\$25.47	62.78%	\$27.50	67.77%	64.72%	\$31.69	\$40.58	\$49.46
7	57660020	Resource Conservation Mgr	\$30.15	74.30%	\$30.43	75.00%	71.62%	\$31.69	\$40.58	\$49.46
7	57600033	Resource Conservation Mgr	\$32.63	80.42%	\$32.63	80.42%	76.79%	\$31.69	\$40.58	\$49.46
7	57600034	Resource Conservation Mgr	\$30.58	75.36%	\$30.58	75.36%	71.97%	\$31.69	\$40.58	\$49.46
7	57600060	Resource Conservation Mgr	\$32.48	80.05%	\$32.48	80.05%	76.44%	\$31.69	\$40.58	\$49.46
7	57600061	Resource Conservation Mgr	\$32.63	80.42%	\$32.63	80.42%	76.80%	\$31.69	\$40.58	\$49.46
7	57600070	Resource Conservation Mgr	\$32.57	80.28%	\$32.57	80.28%	76.66%	\$31.69	\$40.58	\$49.46
7	57600084	Resource Conservation Mgr	\$35.75	88.10%	\$35.75	88.10%	84.13%	\$31.69	\$40.58	\$49.46
7	57650020	Resource Conservation Mgr	\$30.58	75.36%	\$30.58	75.36%	71.97%	\$31.69	\$40.58	\$49.46
7	57650060	Resource Conservation Mgr	\$31.29	77.11%	\$31.29	77.11%	73.63%	\$31.69	\$40.58	\$49.46
7	57650230	Resource Conservation Mgr	\$31.30	77.14%	\$31.30	77.14%	73.66%	\$31.69	\$40.58	\$49.46
7	57650310	Resource Conservation Mgr	\$32.63	80.42%	\$32.63	80.42%	76.79%	\$31.69	\$40.58	\$49.46
7	57650360	Resource Conservation Mgr	\$31.39	77.35%	\$31.39	77.35%	73.87%	\$31.69	\$40.58	\$49.46
7	57650570	Resource Conservation Mgr	\$31.29	77.11%	\$31.29	77.11%	73.63%	\$31.69	\$40.58	\$49.46
7	57651000	Resource Conservation Mgr	\$30.58	75.36%	\$30.58	75.36%	71.97%	\$31.69	\$40.58	\$49.46
7	57656530	Resource Conservation Mgr	\$32.63	80.42%	\$32.63	80.42%	76.80%	\$31.69	\$40.58	\$49.46
7	57657032	Resource Conservation Mgr	\$30.58	75.36%	\$30.58	75.36%	71.97%	\$31.69	\$40.58	\$49.46
7	57660040	Resource Conservation Mgr	\$36.52	90.01%	\$36.52	90.01%	85.95%	\$31.69	\$40.58	\$49.46
7	57660060	Resource Conservation Mgr	\$32.69	80.57%	\$32.69	80.57%	76.94%	\$31.69	\$40.58	\$49.46
7	57660070	Resource Conservation Mgr	\$35.76	88.12%	\$35.76	88.12%	84.15%	\$31.69	\$40.58	\$49.46
7	57660110	Resource Conservation Mgr	\$30.77	75.83%	\$30.77	75.83%	72.41%	\$31.69	\$40.58	\$49.46
7	57660957	Resource Conservation Mgr	\$31.59	77.85%	\$31.59	77.85%	74.34%	\$31.69	\$40.58	\$49.46
7	57666029	Resource Conservation Mgr	\$31.58	77.82%	\$31.58	77.82%	74.31%	\$31.69	\$52.96	\$49.46
8	57650220	Computer Info Sys Mgr	\$39.54	74.67%	\$39.54	74.67%	69.48%	\$31.69	\$40.77	\$49.46
8	57600002	Financial Manager	\$35.00	85.85%	\$35.00	85.85%	83.99%	\$40.72	\$40.77	\$65.19
8	57600024	Lawyer	\$38.99	70.40%	\$38.99	70.40%	64.37%	\$42.59	\$55.38	\$68.17
8	57600032	Operations Manager	\$40.00	69.96%	\$40.02	70.00%	59.78%	\$43.97	\$57.17	\$70.38
8	57630020	Operations Manager	\$38.76	67.79%	\$40.02	70.00%	59.78%	\$43.97	\$57.17	\$70.38
8	57650000	Operations Manager	\$38.46	67.27%	\$40.02	70.00%	59.78%	\$43.97	\$57.17	\$70.38
8	57655002	Operations Manager	\$37.35	65.32%	\$40.02	70.00%	59.78%	\$43.97	\$57.17	\$70.38
8	57656500	Operations Manager	\$39.73	69.50%	\$40.02	70.00%	59.78%	\$43.97	\$57.17	\$70.38
8	57660000	Operations Manager	\$41.72	72.97%	\$41.72	72.97%	62.31%	\$43.97	\$57.17	\$70.38